



# YEAR BOOK 2014-15



DRIVERS LICENCING AUTHORITY



## National Highways & Motorway Police

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# VISION

**To ensure a safe and secure driving environment on Highways & Motorways.**



# MISSION STATEMENT

**Service above self, to ensure safety & security of road users and provide assistance to road-users in distress. In this endeavour, it is indeed our commitment to extend due respect to all road users, be fair and uphold ethical practices at all times.**



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## **1. INTRODUCTION**

National Highways & Motorway Police (NH&MP) has set the high standard of soft and service oriented policing in Pakistan. This has been a miraculous transformation from conventional coercive policing towards public friendly policing. This new policing culture has earned an excellent repute for NH&MP both at local and international levels. The department, which is now around 18 years old, has been able to maintain its standards as well as repute.

Maintaining the achieved highest standards is as difficult as was the raising a non conventional policing setup. A constant thoughtful process with proactive approach towards maintaining the standards and introducing new and improvised techniques is going on ever since inception of NH&MP. In this endeavour emphasis is on capacity building of men, introduction of latest modern technology and setting new goals and targets.

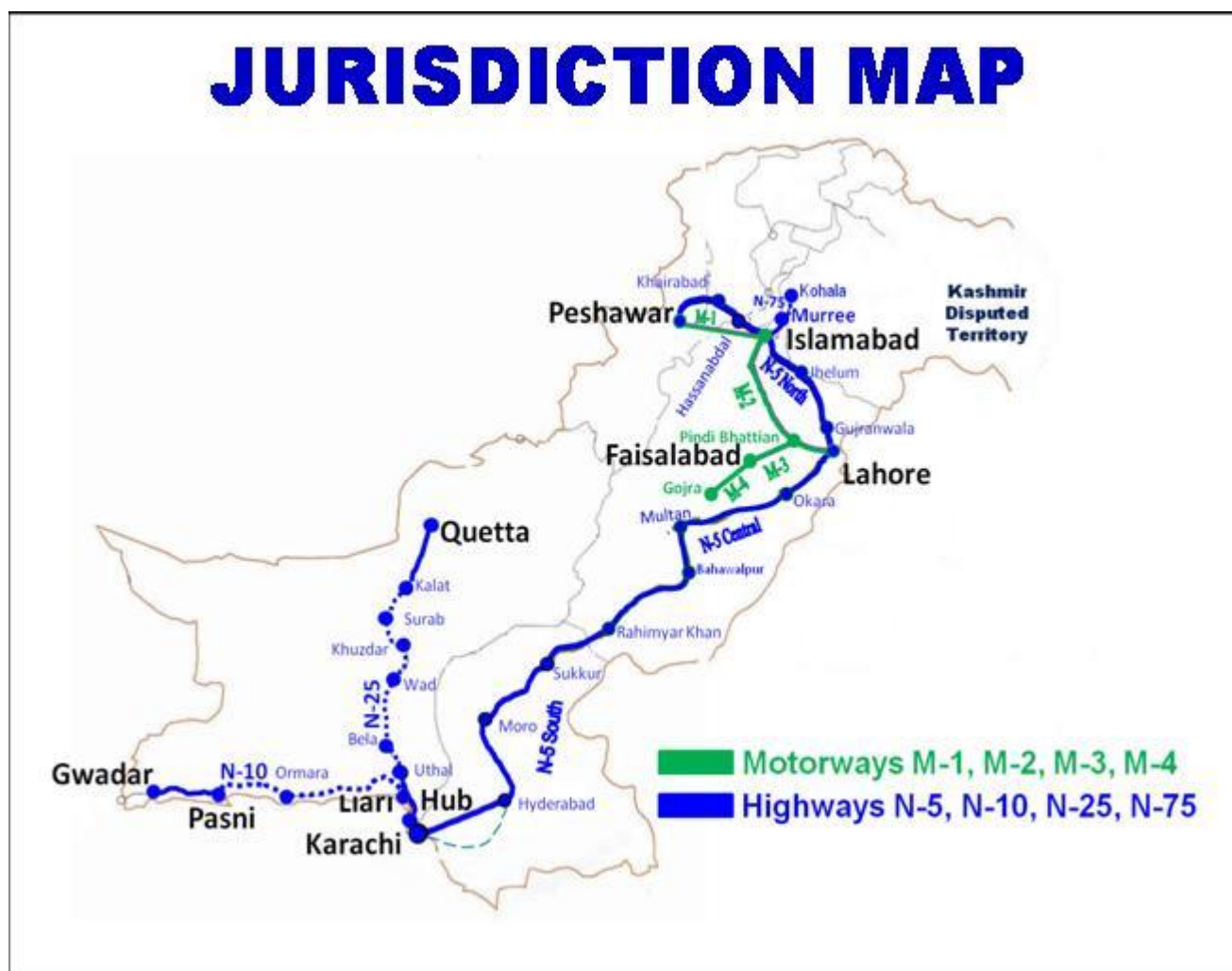
The period under reference has witnessed tangible improvements both in personnel skills and overall performance of the department. Road Safety has been the primary focus therefore, new initiatives have been introduced to address the core issues such as drivers training for attitudinal change, vehicle fitness, road safety audit & analysis, rescue, recovery and medical services etc. These initiatives would go a long way in saving precious human lives.

A clear direction is set now. The ultimate goal to make Pakistani Nation a disciplined and road safety consciousness is a sure destination.

## 2. AREA OF JURISDICTION

NH&MP is an expanding department. The present area of jurisdiction is as under:-

• M-2 (ISLAMABAD - LAHORE)	(365 KMS)	NOV. 1997
• M-3 (PINDI BHATTIAN – FAISALABAD)	(52 KMS)	OCT. 2003
• N-5 (PESHAWAR – KARACHI)	(1600 KMS)	OCT. 2004
• N-10 (COASTAL HIGHWAY)	(153 KMS)	FEB. 2007
• M-1 (ISLAMABAD – PESHAWAR)	(149 KMS)	OCT. 2007
• LYARI EXPRESSWAY	(16 KMS)	FEB. 2008
• N-25 (RCD HIGHWAY)	(355 KMS)	MAR. 2008
• N-75 (ISLAMABAD – MURREE)	(43 KMS)	MAR. 2010
• M-4 (FAISALABAD – GOJRA)	<u>(56 KMS)</u>	MAR. 2015
	(2789 KMS)	





### 3. ORGANIZATION

- 3.1 **Strength:** Total sanctioned/working strength of the department is as under:-

Category	Sanctioned	Working
Uniformed	5245	4480
Non Uniformed	1377	1245
<b>Total</b>	<b>6622</b>	<b>5725</b>

- 3.2 **Salient Features:** NH&MP is a different and unique in its formation and structure. The salient features which make NH&MP prominent from other departments are:-

- a. Manageable Area of Jurisdiction i.e:

- Patrol Post area headed by an ASP/DSP approximately upto 50 Kms
- Sector Command headed by an SSP on 3-4 Patrol Posts.
- Zone Command headed by a DIG on 3-4 Sectors.

- b. Officer Based Operational Force

- c. Unity of Command

- d. Stress on Public Service

- e. Standard Operating Procedures (SOPs)

- f. Shift System

- g. Professionalism

- h. Turnout

- i. Convenient Workstation Ecology

- j. General and Annual Rewards

- k. Effective Accountability

- l. Convenience of Commuters

- m. Abolition of VIP Culture

- n. Minimum Weaponry Display

- o. Speed Checking Equipment

- q. Hydraulic Cutters for Faster Rescue



## 4. ROAD SAFETY, EDUCATION & AWARENESS



### National Highways & Motorway Police *Road Safety Awareness Programme*

*"Human Protection"*



#### Intro

Mobile Education Unit (Road Safety Wing), consists of high profile NH&MP team, having well equipped with multimedia projector, chart modules and modern tools/ devices which are used during the briefing/education sessions.

#### We offer

We conduct briefings/lectures for general public, school, college, university students, factory workers, farmers, drivers, professors, engineers, govt. officers.

All programs are free of cost, just invest your time to protect yourself; "Join us and save your life".

#### Our Philosophy

Road safety is the cheapest life insurance policy.

#### 4.1 Mobile Education Unit

Another effective method being used to educate masses on road safety is induction of Mobile Education Units (MEUs). Vehicles with trained staff, equipped with audio/visual systems and road safety educational material have been inducted in Islamabad and one each





in provincial headquarters and major cities. These MEUs visit public and private agencies, educational institutions, multi-nationals, bus/van terminals, markets, public places, etc. to impart road safety education at the doorsteps. This strategy is playing a vital role in the education of road users. Seminars and workshops on small scales are also conducted by the MEUs.

Each MEU on an average conducts almost two sessions per day around 250 road safety education activities are conducted during a year by one MEU. Various organizations request NH&MP to conduct road safety sessions to educate their staff and drivers. Some reputed multi-nationals such as Unilever, Nestle, Pepsi, Coca Cola etc regularly conduct annual road safety education programmes through MEUs. These MEUs are now being set up at district level.



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### **Objectives of MEUs**

The goal of Mobile Education Unit is to create consciousness about road safety among commuters. Its main objectives are as under:-

- Save lives
- Create enlightenment about road safety
- Educate regarding traffic rules and regulations
- Provide friendly Policing
- Remove communication gap
- Make the roads of Pakistan SAFEST
- Promote civilized traffic culture

- Create safe driving environment
- Improve habits of safety among pedestrian and School children
- Correction of poor driving attitude
- Do the analysis, to find out reasons of mishaps and to suggest measures to avoid them

### **Methodology**

- Briefing sessions are started by Recitation of the Holy Quran.
- As briefings have to be given to various sections of society like professional drivers, students, non-professional drivers etc. therefore, briefings are designed keeping in view the age group, level of education, experience and language.
- Mobile Education unit has made a movie for the students about pedestrian's crossings, walking, etc. This movie is used to make briefing more effective.
- The presentations are given through multimedia to ensure the two way communication.
- Television, CDs and Computer are used to get the maximum attention of people.
- Question and Answer Sessions are held during briefing session to enhance the learning process.
- Mobile Education Unit gives emphasis on driving ethics during its briefing sessions.
- It aims at awakening the sense of responsibility among commuters.
- On the roads, briefings are given to the commuters at the spot to guide them.
- M.E.U. works in close co-ordination with various NGO's and Govt. Organizations for improving road-safety.
- Stalls are arranged in different Exhibitions and local mel'as to educate people. People are presented with gifts e.g. flowers, sweets etc. to attract them to take active part in making our roads and traffic more safer.

### **4.2 First Aid Training to all Enforcing Staff**

Motorway Police is the first responder in any emergency or accident on highways & motorways. The initial period of an accident victim is very critical. Therefore, timely and proper first aid is crucial to his survival. The motorway police personnel, being untrained in basic first aid training, were not able to handle serious accident victims.



In order to overcome this inability, it was decided to give basic first aid training to all operational staff through government hospitals, Red Crescent and Red Cross. Accordingly all the operational staff was given first aid training in batches in major cities. Besides some master trainers have also been trained who impart first aid training at NH&MP Training College, Sheikhpura. Now the force is capable of handling serious accident victims and saving precious lives.

#### 4.3 Help Line (130)

Help to commuters in distress is a trade mark of Motorway Police. This has established a relationship between commuters and the Motorway Police. They have started believing in the police department and look up to the motorway police.



Experience revealed that due to lack of communication, the prompt and timely help was not possible and it would waste precious time of commuters in distress.

For public convenience, National Highways & Motorway Police had introduced an emergency "Helpline 130" to provide prompt help to the road users/commuters round the clock. In case of any emergency on Motorways or National Highways, the distressed commuters only have to dial 130 and Motorway Police are there to help them within 10 minutes. Eversince the introduction of the Helpline many commuters in distress have availed the services of NH&MP.



In order to meet the international standards, the centralized state-of-the-art Help line 130 has been upgraded in 2012/2013, where commuters are facilitated to have access to the basic information about road situation, diversion, weather updates on Motorway (Peshawar – Lahore & Faisalabad – Pindi Bhattian) and N-5 North (Peshawar – Lahore).



## 5. INITIATIVES

### 5.1 Establishment of Road Safety Training Institutes

No enforcement strategy can prove effective unless some core issues are addressed. Unskilled drivers on old and mechanically unfit vehicles are driving with license to kill. Unfortunately, the drivers training facilities are not available in Pakistan therefore, the drivers on are roads know nothing about road safety. Observing this shortfall, NH&MP has established Road Safety Training Institutes (RSTIs) in all major District Headquarters where, besides educating people on road safety, drivers' training of international standards is given.



These RSTIs are imparting standardized drivers' training. NH&MP is now ready to help the provinces in standardization of drivers' training.

### 5.2 Establishment of Drivers Licensing Authority

NH&MP has its jurisdiction on the interprovincial Highways of four provinces. The provincial Governments were constantly requesting the federal Government to direct NH&MP to take over more sections of the national Highways as well. As a premier law enforcement agency on the Highways, NH&MP has taken another initiative of issuance of driving licenses in line with international standards where a



full-fledged test, not only of theoretical knowledge but also practical driving is required. The poor practices of the district licensing authority resulting in doing out licenses without proper tests and procedures have resulted in not only the chaos witnessed on our roads but also the loss of hundreds of lives.

To fulfill the obligation of Chapter VII, Section 90(2)(q) of NH&MP 2000, NH&MP has taken the challenge to establish the Licensing Authority at Islamabad with its on Line Office in Kamra and Lahore to be extended later in rest of the country. The establishment of Driving Licensing Authority has not only provided for better drivers on the Motorways and Highways but NH&MP can also provide technical assistance to provinces to enable the district drivers licensing authorities to improve the testing standards.

### **5.3 Purchase of 270 Operational Vehicles**

In order to effectively regulate traffic, enforce law, provide assistance to the commuters in distress and to respond to accident and crimes on the roads, operational vehicles are required to be on road for patrolling duties round the clock. Resultantly, each vehicle is being used during three patrolling shifts, which, on an average, covers 350Kms per day. After getting approval of the Honorable Prime Minister a special grant was allocated to NH&MP for purchase of vehicles against replacement of vehicles which have completed their specified life/mileage to maintain its high standards of policing on all Motorways and National Highways. On replacement of 270 vehicles, NH&MP successfully maintaining transport fleet for efficient patrolling duties for safety and security of commuters on Highways & Motorways.

### **5.4 Enforcement:**

1. Special patrolling is being carried out to educate road users about the road safety rules from the rank of Constable to the Inspector General participate in the special patrolling.
2. Control on violations of Helmet, Lane Discipline, Seat Belt
3. Special Campaigns about dozing at wheel, worn out tyres, unfit vehicles, improper & dangerous loading of passenger
4. Accident Investigation Units (AIU) have been mobilized to investigate accidents, identify causes and submit recommendations in order to reduce accidents.
5. Time Token System have been started to monitor the over-speeding of PSVs on the Motorways.
6. Crime ratio has been declined by snap checking of PSVs and Patrolling of Crime Control Squads in night hours.
7. Impounding of vehicles involved in multiple violations.
8. Overcharging of fares by PSV during national religious events was strictly observed and millions of rupees were returned to commuters.
14. Establishment of Bus bays on self-help basis to ensure the discipline of PSVs alongside highway.
15. Carried out specialized rescue training through Rescue-1122.
16. Following competitions were carried out at Beat/Sector level to improve professional skills of Officers/Officials.
17. Conducted tests of NHSO-2000 and SOP among NHMP officers/officials.
18. Best Briefing officer's competition
19. Best Patrolling Officer's competition
20. Use of public address system competition
21. Driving skill competition
22. Inter Beat enforcement completion
23. Inter Beat Administrative competition
24. Introduction of vehicle theft and registration data through Mobiles.
25. Establishment of Facilitation Centers.

26. Establishment of four fog / weather Guidance / information centers at main toll plazas.
27. Establishment of two fog observatory posts at Peshawar and Sheikhpura.
28. Establishment of five (05) Wake-up Points at motorway to reduce the accidents due to dozing at wheel.
29. Establishment of anti-crime squads at beat, sector and zonal levels.
30. To control accidents, 7132 vehicles were returned from motorway toll plazas having worn out tyres and poor mechanical conditions.
31. No major accident in Salt Range is reported due to taking the following preventive measures:-
  - Devised special patrolling plan for Salt Range.
  - Introduction of special briefing points.
  - Modification of existing emergency climbs.
  - Construction of two new emergency climbs
  - Construction of safety walls on bridges
  - Construction of two Mini service areas
  - Sand / Tyre cushion at emergency climbs and dangerous curves.
  - No major / pile up accident in fog.
32. Patrolling has been intensified at night and NH&MP patrolling vehicles are patrolling with speed of 80 km/h so as to complete the round of their sub-beat within minimum time.
33. Installation of High Resolution Cameras on all entry and exit points of Motorway is under process. These cameras will be capable of reading the number plates of all vehicles passing through and recording the face of the driver in recognizable quality.
34. Introduction of Biometric System for verification of drivers is under process.
35. Operationalized **51 CCTV** cameras at main toll plazas.
36. NHA staff deployed on the NH&MP Ambulances was trained from Rescue-1122.

**5.5 Installation of LED TVs at Toll Plazas:** Road Safety Campaigns are held by NH&MP for education the road users for safe driving and using National Highways & Motorways, by different means including publicity through electronic media for smooth running of traffic on National Highways & Motorways. In order to create road safety awareness among the commuters, LED TVs for the purpose of displaying the informatory messages for the commuters at different Toll Plazas of Motorways, Highways, IMDC and service Areas on Motorways have been installed.

**5.6 Public Feedback System:** NH&MP is a service oriented department, which continuously endeavor to improve its enforcement to ensure safety and performance to the satisfaction of valued road users.



To achieve this, a feedback system has been developed. A separate link in the departmental website has been created for this purpose. All the received feedbacks are perused on daily basis. The same are forwarded to the concerned zones / sectors with the request to contact the users and finalize the matters to the entire satisfaction of commuters. The record of feedback is updated and maintained regularly.

### **5.7 Welfare:**

1. Improvement in living condition of NH&MP officers. Establishment of recreational rooms in the beats and provision of LEDs, oven, water dispenser to improve the living environment in the beats.
2. Welfare of the officers (improvement in mess menu to ensure nutritious & hygienic food, sports activities, extra-curricular activities, rewards on good works done.
3. Carried out screening tests for the diagnosis for Hepatitis A, B, C and those who have been detected positive are being helped out for treatment.
4. To avoid/ discourage free travelling, pick & drop facility are being ensured to officers/ officials
5. Complete Medical examination of Class-IV staff
6. Relief work for the victims of Tharparkar & Inauguration of a well at Tharparkar
7. Performance based reward system has been introduced to encourage the hard working and efficient officers / officials.
8. In order to ensure, effective participation of field officers in extracurricular activities, following competitions/events were organized:-
  - Sports
  - Speech
  - Essay writing
  - Mess Nights
  - Patrolling
  - Briefing
  - Enforcement
  - Administration

### **5.8 SPECIAL INITIATIVES:**

- a. **E-Monitoring of Patrolling Vehicles:** In order to ensure round the clock presence and keep the patrolling vehicles on maximum move, GPS Tracker System has been installed in patrolling vehicles of Motorway, North, Central and South Zones. If a patrolling vehicle makes any violation such as de-tracking from

the area of its jurisdiction, longer stop at one place, over speeding etc., the system generates an alert for each violation. The system has grossly minimized violation by patrolling vehicles resulting improvements in presence and enforcement.

- b. **ESTABLISHMENT OF NEW SECTIONS:** As a proactive measure, the following new sections have been created in the Center Police Office:-

- i. **Road Safety Training Institute Section:** RSTI Section under a Deputy Director has been established to supervise working of RSTIs. The officer is also coordinating with other federal and provincial agencies such as NAVTTC, TAVTA, Skill Development Boards etc. for training their manpower.



- ii. **Road Safety Audit Section:** Road Safety Audit Section headed by Deputy Director has been established to coordinate with field offices and NHA for identification and rectification of accident black spots, provision of road furniture, necessary repair/maintenance of road etc.



- iii. **Vehicle Fitness & Road Worthiness Section:** Vehicle Fitness & Road Worthiness Section headed by Assistant Director has been established to oversee the vehicle fitness issue, analyse accidents occurring due to mechanical faults and coordinate with relevant government agencies and transporters for rectification of the issue.
- iv. **Rescue & Recovery Services Section:** Rescue & Recovery Services Section headed by Assistant Director has been established to identify the existing weaknesses, coordinate with the available services in public and private sectors and develop required skills in NH&MP department.

- c. **PREPARATION OF ROAD SAFETY SYLLABUS:** In order to make the young generation a road safety conscious citizens, it is essential to educate them right from Class-I. Unfortunately, road safety has never been a part of our curriculum therefore, the youth

grows without acquired road safety knowledge. The result is a total chaos on our roads. NH&MP has prepared road safety syllabus from Class-I-XII and sent to federal, provincial and AJK governments for inclusion in curriculum.

- d. **ESTABLISHMENT OF FM-95 RADIO STATION:** Road Safety Education is a primary objective of NH&MP. NH&MP is performing this obligatory duty through briefings, road safety campaigns, mobile education units, workshops and seminars etc. Establishment of FM-95 Radio Channel is another landmark achievement in this regard. It will be an effective tool to educate masses on road safety and provide travel advisory and information on weather and road situations.



- e. **OFFICE AUTOMATION:** NH&MP is shifting gradually towards complete office automation. Most of the data entry work has been completed. Very soon NH&MP will be shifted of paperless working.
- f. **PUBLIC RELATIONS:** Public Relation Sections in NH&MP are being revamped. A PRO Branch has been activated in the Headquarters whereas PROs in Zonal Offices have been appointed to ensure proper positive projection of the department and effective utilization of media for road safety awareness. These PROs would also instrumental in road safety activities and in time passing on valuable information to the commuters.

## 6. **PERFORMANCE**

**Helps:** Help/assistance to motorists in distress is primary duty of NH&MP. All sorts of methods are used to encourage the force to concentrate more on helping commuters. Proper helps' record is maintained. The numbers of helps extended during the period are as under:-

Total	Avg/Month	Avg/Day
557318	167195	1671



**Accidents:** Fatal and non-fatal accidents occurred during the period are as under:

<b>Fatal</b>	<b>Non Fatal</b>	<b>Total</b>
280	174	454

**Major Causes of Accidents:** Through analysis, the following major causes of accidents were identified

- **Motorway:**
  - Dozing at Wheel 25 %
  - Careless Driving 14 %
  - Tyre Burst 16 %
- **Highways:**
  - Careless Driving 28 %
  - Dangerous Overtaking 11 %
  - Over speeding 19 %

**Tickets:**

<b>Zone</b>	<b>Total</b>
Motorway	965541
N-5 North	1767988
N-5 Central	1606933
N-5 South	1445634
West	180848
<b>Total</b>	<b>5966944</b>

**Recoveries:** Round the clock presence of NH&MP has remained fruitful in not only eliminating traffic violations but also in many other ways. The following recovery figures substantiate this:

**Stolen/snatched Vehicles**

<b>Recovery</b>	<b>Total</b>
Stolen/snatched vehicles	<b>140</b>

**Arms and Ammunitions:**

<b>Recovery</b>	<b>Total</b>
Illegal Arms	<b>22</b>
Illegal Ammunition	<b>1880</b>

**Lost and Found Children:**

<b>Recovery</b>	<b>Total</b>
Lost & Found children	79

**Dacoities/Robberies Foiled:** 17

**Criminals Arrested:** 195

## 7. **TRAINING**

NH&MP Training College, Sheikhpura has attained the status of premier police training college. The college besides conducting basic and refresher training courses is offering training facilities to the international market.



The following courses have been conducted in Training College Sheikhpura during the period under consideration:-

Sr.#	Name of Course	No. of Courses	No. of Trainees
<b>Promotional Course</b>			
1.	Upper Class Course	02	66
2.	Intermediate Class Courses	02	73
3.	Lower Class Courses	02	58
<b>Capacity Building Courses</b>			
4.	Capacity Building Courses	15	354
<b>Pre-service Courses</b>			
5.	Basic Recruit Course	01	688
<b>Driving Courses</b>			
6.	Defensive Driving Courses	52	1945
7.	Driving Courses for Punjab Skills Development Fund (PSDF)	03	800
8.	Internship (UET, Lahore)	01	07
<b>G. Total</b>		<b>78</b>	<b>3991</b>

## 8. **DEVELOPMENT PROJECTS**

### 1. **Construction of Central Police Office (NH&MP) In Mauve, G-11/1, Islamabad**

- The Project has been revised as per NH&MP's requirements.
- A revised PC-I has been got prepared from Pak PWD having a basement and four floors with a total covered area of 55,576 sft and costing Rs.298.436 million. The revised PC-I was approved, in principle, by CDWP in its meeting held on 28-4.2015.
- Boundary wall of the building has been completed under the already approved project of Rs.59.830.
- A mount of Rs.156.137 million has been allocated for the subject project. An amount of Rs.31.227 has been released for the first quarter of financial year 2015-16.

**2. Establishment of National Highways and Motorway Police Training Centre at Sheikhpura**

- The project has been revised as per NH&MP's requirements.
- A revised PC-I has been got prepared from Pak PWD amounting to Rs. 321.00 million with a total covered area of 112623 sft.
- A sum of Rs.25.00 million has been allocated for the subject project for the current financial Year.

**3. Construction of Complex for National Highways and Motorway Police at Rahim Yar Khan (SSP Office, Beat and Lines Headquarter)**

- The project has been revised as per NH&MP's requirements.
- A revised PC-I has been got prepared from Pak PWD amounting to Rs. 167.218 million with a total covered area of 51,750 sft.
- The project was approved by the Secretary, communications and forwarded to Ministry of Planning, Development and Reform.
- A sum of Rs.20.00 million has been allocated for the subject project for the current financial year.

**4. PC-I for construction for Buildings of SSP Offices, Lines HQs and Beats along N-5**

- A consolidated PC-I amounting to Rs. 4461.960 million have been got prepared as per NH&MP's requirements from Pak PWD for construction of Beats, SSP Offices and Lines Hqs on acquired lands along N-5.
- PC-I was submitted to Ministry of Communications for signature of secretary Ministry of Communications for onward submission to Planning, Development and Reform Division for consideration in CDWP.
- Ministry of Communications has refer the letter of Planning, Development & Reform and informed that in the current financial year's PSDP no allocation exists for the subject project and as per ECNEC decision, the projects where funds are not available or source of funding is not identified should be returned to the sponsors.



**5. Construction of Help Centers along N-5**

- The project aims at construction of total 49- Help centers along N-5.
- Layout plans/drawing as per NH&MP's requirements have been prepared and communicated to NHA for construction of buildings.
- In the first phase, construction of fifteen (15) Help centers along N-5 is being executed by national Highway authority with co-ordination of NH&MP.
- Two Help Centers at KM 987 SBC, Khanewal Toll Plaza, Central-II (Beat-18) and KM 1034 NB, MIAN Channu Toll Plaza , Central-II (Beat-17) have been completed.

**6. Construction of Road safety Training Institute office Building**

- A state of the art Road safety Training Institute at NH&MP Lines headquarters, Islamabad is being constructed by NHA as per NH&MP's requirements.
- Codal formalities regarding inviting of tenders and award of contract have been finalized.
- Project Director of the project has been appointed and construction work has been under progress.

**9. WELFARE INITIATIVES FOR PERSONNEL****9.1 Loan: Loan to the permanent employees are granted as under:-**

a.	BS 17-22	Rs.300,000-
b.	BPS 08-16	Rs. 250,000-
c.	BPS 01-07	Rs.200,000-

**9.2 House Building Advance**

a.	BPS-11 & Above	Rs.1,000,000-
b.	BPS-01 to 10	Rs.500,000-

**Quota:**

BS-18 & Above One (01) officer from entire NH&MP strength per month

BPS-01 to 17 One (01) employee from each Zone. (80% Uniform & 20% Non-Uniform employees)

### 9.3 Shaheed/Deceased Package

- a. **Relief to Shaheed employees:** An amount of Rs.7,500,000/- (Rupees 7.5 million only) as immediate relief shall be paid to the legal heirs of Shaheed employee who lost his life in the line of duty as a result of act of terrorism/ target killing, encounter with criminals also include traffic officials on traffic duty killed by vehicle of any kind.

- b. **Relief to employees who die in service:**

BPS	In service Death
20 & Above	5,000,000-
18 & 19	3,500,000-
17	2,500,000-
08 to 16	1,500,000-
01 to 07	1,000,000-

- c. **Maintenance Allowance :** Maintenance Allowance to the widow (s) of the shaheed/deceased employees

BPS	Amount (Per month)
20 & Above	30,000-
18 & 19	25,000-
17	20,000-
08 to 16	15,000-
01 to 07	10,000-

- d. **Educational Allowance:** Educational Allowance shall be paid to the children of deceased/shaheed employees on case to case basis. Maximum amount up to the limits as specified below:-

BPS	Amount (Per Year)
20 & Above	Complete Fee
18 & 19	200,000-
17	150,000-
08 to 16	100,000-
01 to 07	75,000-

- 9.4 **Funeral charges:** An amount of Rs.50,000/- as funeral charges shall be paid to the family of the shaheed/deceased employees of NH&MP.
- 9.5 **Burial Charges:** An amount of Rs.10,000/- shall be paid to the members on the death of father, mother, wife and children.
- 9.6 **Eidy to the Families of Shaheed/Deceased Employees:** (a) Shaheed's/Deceased employee family Rs.10,000/- per Eid.  
(b) Seriously injured or hospitalized Rs.5,000/-.

- 9.7 Compensation on Permanent Disability/In Capacitating:**  
Compensation to the employees who become permanently incapacitated/disabled during their performance of duty may be granted Rs.2,500,000/-
- 9.8 Scholarships:** The children of members, who have passed their matriculation with minimum 60% marks and have joined the recognized colleges, shall be eligible for the grant of scholarships. The Children of Shaheed / Deceased employees of NH&MP who obtain minimum of 55% marks in matriculation examination and subsequently maintain the same standard shall be eligible for scholarship: -

S.#	Qualificati on	Marks %	Type of study	Amount
1.	Metric	60%	FA/FSc or equivalent	Rs. 24,000- Per Annum
2.	FA/FSc	60%	BA/BSc or equivalent	Rs. 36,000- Per Annum
3.	BA/BSc	60%	M.A/MSc, Post graduate or equivalent	Rs. 60,000- Per Annum
4.	-	60%	Professional degrees	Rs. 60,000- Per Annum
5.	-	60%	Professional Study 4 years Programme like Engineering, MBBS, CA /ICMA (11 <sup>th</sup> meeting dt.24-11-2008)	Rs.72,000- Per Annum
6.	Hifz-e-Quran	-	Certificate from Zone/Jumat-ul-Madaras	Rs.25,000-
7.	Special children	-	Certificate from special children school	Rs.5,000- (per disabled child per month)

The facility of scholarship shall be available to maximum two children of a member at one time from the Fund. Whereas, the facility of special scholarship shall be available for more than two (02) children as per its criteria.

**9.9 Special Scholarships: -**

S#	Certificate/Degree	Marks %	Type of Study	Amount
1.	Metric/during Intermediate	80%	Intermediate	Rs.96,000- Per Annum
2.	Intermediate/ during Graduation	80%	Graduation	Rs.144,000/- Per Annum
3.	Graduation/during Masters	70 %	Master	Rs.240,000/- Per Annum
4.	Master	70%	Professional studies (CA, ICMA, etc.)	Rs.240,000/- Per Annum
5.	MBBS	60%		Rs.288,000/- Per Annum
6.	Engineering	80%		Rs.96,000/- Per Annum

- 9.10 **Daughter's Marriage Grant:** An amount of Rs.100,000/- shall be paid to the members on the marriage of their daughters.
- 9.11 **Marriage Grant to Employee on Their Marriage:** Those employees who get married for the first time during service in NH&MP shall be granted an amount of Rs.25,000/- as marriage grant (non-refundable).
- 9.12 **Financial Assistance:** Financial Assistance up to Rs.500,000/- shall be paid to NH&MP employees who get injured during the performance of duty.

## **10. FUTURE PLANS**

1. 50% reduction in number of Accidents by 2020
2. Expansion of NH&MP Drivers Licensing Authority to the entire country
3. Establishment of a state of the art National Road Safety Institute
4. Establishment of Central Control Room
5. Installation of Remote Speed Measuring Devices
6. Expansion of NH&MP jurisdiction:
  - a. Faisalabad-Multan Motorway (M-4)
  - b. Quetta – Chaman Highway (N-25)
  - c. Quetta – Zhob Highway (N-50)
  - d. Murree- Muzaffarabad Highways (N-75)
  - e. Karachi –Lahore Motorway (KLM)
  - f. Hassanabdal – Havelian – Mansehra Expressway (N-35)
  - g. Raikot – Khunjerab (N-35)
7. Establishment of National Road Safety Secretariat in Islamabad.